

IC STAFFING  
File

MEMORANDUM FOR: Mr. Colby

On 26 December General Graham addressed a memo to you on "ICS Functions and Organization." It calls for your approval of a new staffing pattern for the IC. I have asked Fred Janney, Jack Iams, and [ ] to take a rapid look at this in terms of ceilings. Since it also involves the impacts on the supergrade mix between NIO, OPR, and IC, Carl Duckett will be reviewing the totality prior to 7 January when he will offer you some advice. You may wish to sit on the attached until then, but I don't know what the two of you had in mind [ ] Therefore, I am forwarding the attached at this time.

B. C. Evans  
28 December 1973  
(DATE)

FORM NO. 101 REPLACES FORM 10-101  
1 AUG 54 WHICH MAY BE USED.

(47)

cc: AO/DCI



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DCI/IS

26 DEC 1973

Executive Registry

MEMORANDUM FOR: Director of Central Intelligence  
SUBJECT : ICS Functions and Organization

1. My view of ICS functions differs somewhat from [redacted] and I am proposing rearrangement of my staff for two prime reasons: 25X1

a. I do not wish to interpose ICS views in purely technical community issues. This sharply alters [redacted] emphasis and his personnel needs. I found that [redacted] and I could not keep ICS actions coordinated -- hence John Clarke's position and the Coordination Group. 25X1

b. I want the three staff groups built around the steady-state requirements of evaluation, especially as this applies to the KIQ process. The groups break out as follows:

- PRG [redacted], in coordination with NIOs, sees to the formulation of KIQs, analysis and production, and identification of information gaps; 25X1

- CPAG [redacted], in coordination with COMIREX, SIGINT and HUMINT Committees of USIB sees to the formulation of KIQ collection strategies and efficiency of collection; 25X1

- MPRRG [redacted], in coordination with program managers, sees to the correlation of resource expenditures to KIQ results and is responsible for developing evaluation techniques to assess program performance. 25X1

E2 IMPDET CL [redacted]

25X1

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2. This personnel plan will result in a reduction in permanent staff in FY 74 and 75, and provide limited contract flexibility for one-time needs.

3. As you are aware, the USIB/IRAC Secretariat and the USIB Information Handling Committee are under my supervision, and there may be some logic in assigning other similar charges to me in the future. I plan to oversee and report on the work of these groups and will look to John Clarke and the Coordination Group to promote cohesive programs of work by them. I believe these overall support functions should remain, as they now are, in a separate staffing pattern for ceiling purposes.

4. We took an objective look at the pros and cons of moving out of Headquarters Building. I am convinced it would not work unless the USIB/IRAC Secretariat, the NIOs, and key USIB Committees also moved with us. Even then, we would not be able to maintain our fast response to you on USIB matters, Congress - budget matters, and other community flaps. There must be other elements in which quick response to you is less vital and less integral to a total process.

5. With your approval, I will implement the organization and staffing proposed.

SIGNED

Daniel O. Graham  
Major General, USA  
D/DCI/IC

Attachment  
Staffing plan

DCI/IC [ ] is (12/17/73) retyped :saw (12/26/73)  
Distribution:

- Orig - Addressee, w/att
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*For review + comment to DCI.*

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Date

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